

ATTORNEY DOCKET NO. 05126.0001U2

DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

(X) Original

() Supplemental

() Substitute

() PCT

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name.

I believe I am an original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled "SYSTEMS AND METHODS FOR EMPLOYMENT LAW COMPLIANCE, ESTABLISHMENT, EVALUATION AND REVIEW," which is described and claimed in the specification

(check one) [X] which is attached hereto, or
 [] which was filed on , as United States Application No. and with
 amendments through (if applicable), or
 [] in International Application No. PCT/, filed , and as amended on (if applicable).

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose all information known by me to be material to the patentability of the claims of this application in accordance with Title 37, Code of Federal Regulations, §1.56.

I hereby claim foreign priority benefits under Title 35, United States Code §119 (a)-(d) or §365(b) of any foreign application(s) for patent or inventor's certificate, or §365(a) or §365(b) of any PCT international application which designated at least one country other than the United States of America, listed below and have also identified below, by checking the box, any foreign application for patent or inventor's certificate, or of any PCT international application having a filing date before that of the application on which priority is claimed:

PRIOR FOREIGN APPLICATIONS: (ENTER BELOW IF APPLICABLE)			PRIORITY CLAIMED (MARK APPROPRIATE BOX BELOW)	
APP. NUMBER	COUNTRY	DAY/MONTH/YEAR FILED	YES	NO

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I hereby claim the benefit under Title 35, United States Code, § 119(e) of any United States provisional application(s) listed below.

APPLICATION NUMBER	FILING DATE
60/224,836	August 11, 2000

I hereby claim the benefit under Title 35, United States Code, §120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the first paragraph of Title 35, United States Code, §112, I acknowledge the duty to disclose all information known by me to be material to the patentability of the claims of this application as defined in Title 37, Code of Federal Regulations, §1.56 which became available between the filing date of the prior application and the national or PCT international filing date of this application:

APPLICATION SERIAL NO.	FILING DATE	STATUS (MARK APPROPRIATE COLUMN BELOW)		
		PATENTED	PENDING	ABANDONED

I hereby appoint the following attorneys and/or agent(s) to prosecute this application and to transact all business in the Patent and Trademark Office connected therewith:



Address all telephone calls to David S. Kerven, Ph.D. at telephone no. (404) 688-0770.

Address all correspondence to:

David S. Kerven, Ph.D.
NEEDLE & ROSENBERG, P.C.
Suite 1200, The Candler Building
127 Peachtree Street, N.E.
Atlanta, Georgia 30303-1811

FROM :

FAX NO. : 7702063381

Aug. 14 2001 03:01PM P1

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I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Full name of first inventor: Marian Exall

Inventor's signature: Marian Exall Date: 8/10/01

Residence: 1418 Mile Post Drive, Atlanta, Georgia 30338

Post Office Address: Same

Citizenship: United States

Full name of second inventor: Steven S. Greene

Inventor's signature: SSG Date: 8/10/01

Residence: 2030 Grand Loch, Roswell, Georgia 30075

Post Office Address: Same

Citizenship: United States

Full name of third inventor: Fred Rogan

Inventor's signature: _____ Date: _____

Residence: 241 Big Spring Drive, Birmingham, Alabama 35216

Post Office Address: Same

Citizenship: United States

Full name of fourth inventor: Victoria Helms

Inventor's signature: V Helms Date: 8/17/01 8/13/01

Residence: 1895 Dyoville Lane, Atlanta, Georgia 30341

Post Office Address: Same

Citizenship: United States

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I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Full name of first inventor: Marian Exall

Inventor's signature: _____ Date: _____

Residence: 1418 Mile Post Drive, Atlanta, Georgia 30338

Post Office Address: Same

Citizenship: United States

Full name of second inventor: Steven S. Greene

Inventor's signature: _____ Date: _____

Residence: 2030 Grand Loch, Roswell, Georgia 30075

Post Office Address: Same

Citizenship: United States

Full name of third inventor: Fred Rogan

Inventor's signature: *Fred Rogan* Date: August 13, 2001

Residence: 241 Big Spring Drive, Birmingham, Alabama 35216

Post Office Address: Same

Citizenship: United States

Full name of fourth inventor: Victoria Helms

Inventor's signature: _____ Date: _____

Residence: 1895 Dyouville Lane, Atlanta, Georgia 30341

Post Office Address: Same

Citizenship: United States

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Full name of fifth inventor: Janet Tomko

Inventor's signature: Janet Tomko

Date: 8/13/01

Residence: 285 East Wesley Road, N.E., Atlanta, Georgia 30341

Post Office Address: Same

Citizenship: United States

Full name of sixth inventor: Tricia Reeks

Inventor's signature: _____

Date: _____

Residence: 6320 River Overlook Drive, Atlanta, Georgia 30328

Post Office Address: Same

Citizenship: United States

Full name of seventh inventor: Daniel Paulk

Inventor's signature: _____

Date: _____

Residence: 134 Hopc Street, Mableton, Georgia 30064

Post Office Address: Same

Citizenship: United States

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Full name of fifth inventor: Janet Tomko

Inventor's signature: _____ Date: _____

Residence: 285 East Wesley Road, N.E., Atlanta, Georgia 30341

Post Office Address: Same

Citizenship: United States

Full name of sixth inventor: Tricia Reeks

Inventor's signature: Tricia Reeks Date: 8/13/01

Residence: 6320 River Overlook Drive, Atlanta, Georgia 30328

Post Office Address: Same

Citizenship: United States

Full name of seventh inventor: Daniel Paulk

Inventor's signature: _____ Date: _____

Residence: 134 Hope Street, Mableton, Georgia 30064

Post Office Address: Same

Citizenship: United States

Full name of fifth inventor: Janet Tomko

Inventor's signature: _____ Date: _____

Residence: 285 East Wesley Road, N.E., Atlanta, Georgia 30341

Post Office Address: Same

Citizenship: United States

Full name of sixth inventor: Tricia Reeks

Inventor's signature: _____ Date: _____

Residence: 6320 River Overlook Drive, Atlanta, Georgia 30328

Post Office Address: Same

Citizenship: United States

Full name of seventh inventor: Daniel Paulk

Inventor's signature: Daniel Paulk Date: 11/13/01

Residence: 134 Hope Street, Marietta, Georgia 30064

Post Office Address: Same

Citizenship: United States

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Marietta